US ARMY FINANCE COMMAND

Post Deployment/Mobilization Respite Absence PDMRA

October 9, 2009

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PDMRA Roadmap

- Federally mandated Program by Secretary of Defense
- Background on PDMRA
- PDMRA Implementation Guidance
- PDMRA Example for Active Component Soldiers
- PDMRA Example for Reserve Component Soldiers
- AIP in Lieu of PDMRA for the Dual Status Soldiers
- PDMRA for Wounded Warrior
- Ideal PDMRA Timeline for Mobilization
- References
- Questions
- Summary

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Secretary of Defense

- The SECDEF has directed a program be established to re
members who are required to mobilize or deploy with a fr
beyond established rotation policy goals

- This new category of administrative leave shall apply to
and mobilization underway on, or commencing after Jan

- PDMRA is intended to recognize Soldiers required to m
deploy with a frequency beyond established rotation poli

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PDMRA Background

- Rotation Frequency Threshold:
  - ***Guard/Reserve*** – (**1:5**) one year mobilized to five years demobilized/dwell
  - PDMRA is only earned when on a Involuntary Mobilization Orders **(Title 10, US Code 12301(a), 12302, 12304)**
  - Voluntary Mobilizations **(Title 10, US Code 12301(d) CO- ADOS order)** only accrue PDMRA when Boots on Ground (BOG) more than 50% of the time is served in Iraq, Afghanistan

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PDMRA Background (cont)

- Rotation Frequency Threshold:
  - ***Active Component*** – (**1:2**) one year deployed to two years at home station/Permanent Duty Station (PDS)/dwell
  - PDMRA is only earned in Afghanistan, Iraq, or with certain theater units and other areas as determined by the Secretary of the Army or his designated representative

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PDMRA Implementation Guidance

Deployments/mobilizations beyond the following number of credible months during the most recent 36 months (Active) or 72 months (Reserve)….					
12		18		24	
…generates for each month of fraction thereof the following number of days for administrative absence					
1		2		4	
Month 12	1	Month 18	2	Month 24	4
Month 13	1	Month 19	2	Month 25	4
Month 14	1	Month 20	2	Month 26	4
Month 15	1	Month 21	2	Month 27	4
Month 16	1	Month 22	2	Month 28	4
Month 17	1	Month 23	2	Month 29	4
Total	6 Days	Total	12 Days	Total	24

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PDMRA Implementation Guidance (cont)

- ***PDMRA Usage Active Component***
  - AC Soldiers may use accrued PDMRA during R&R leave

    periods-not to extend R&R LV
  - Have twelve months of returning from deployment to use LV or

    it is lost
  - May use PDMRA during PCS travel between the Soldier's

    old and new PDS
  - Can be use in conjunction with transition leave; however

PDMRA Implementation Guidance (cont)

- ***PDMRA Usage Reserve Component:***
  - RC Soldiers may use accrued PDMRA during R&R leave periods-not to extend R&R LV
  - Have twelve months of returning from deployment to use LV or it is lost
  - PDMRA will be used in conjunction with demob
  - Cannot be carry forward to the next mob if there is a break in mob

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PDMRA Examples Active Component

Active Component Soldiers

AC

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PDMRA Examples Active Component

Scenario AC:

An active component Soldier completes a 12 month deployment to Iraq or Afghanistan in 30 January 2006. He returns to his PDS where he expects to remain for at least two years. However, due to Army operation requirements, he must be redeployed to Iraq one year later in February 2007 for a 12 month deployment, thus breaking the established Army active component rotation policy goal of one year deployed and two years stabilized at home station/PDS.

PDMRA Examples Active Component (cont)

Calculation #2:

The Soldier will begin to accrue PDMRA days in increments of 1-day per month for the first six months of the early redeployment, increasing to 2-days per month on the seventh month and continuing at that rate till the end of the 12 month deployment and return to home station/PDS. In this case the Soldier would earn a total of 18-days PDMRA (6-days for the first six months of deployment, and 12-days for the second six months of deployment) during the 12-month early deployment. No automated Army System to track accrual or

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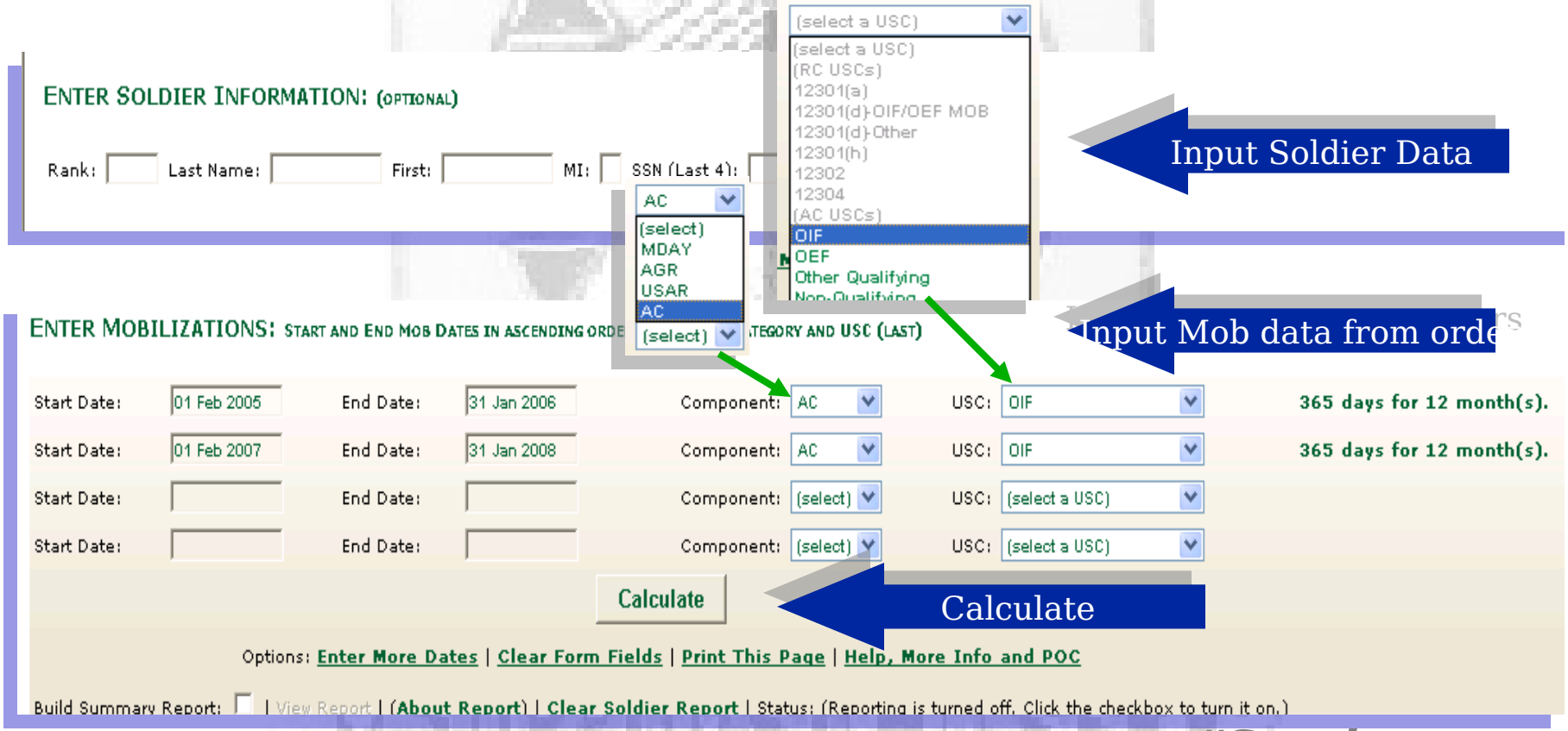
PDMRA Examples Active Component (cont)

PDMRA Calculator



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PDMRA Examples Active Component (cont)

	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
2001												
2002												
2003												
2004												
2005												
2006												
2007		1	1	1	1	1	1	2	2	2	2	2
2008	2											
2009	(Soldier info not available) has accrued 18 total days (s) of Administration Absence (AA) for the most recent mobilization. (As of WED 07 Oct 2009.) Creditable mobilization months and any accrued days are marked in the chart below. Move your mouse over a month or click a month for more details											
2010												
2011												
2012												

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PDMRA Examples Reserve Component

eserve Component Soldier

RC

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PDMRA Examples Reserve Component

Scenario RC:

RC Soldier mobilized on 15 October 2001 (under the authority of 10 USC 12302) for 12 months. The member's mobilization is extended for six months (still under 10 USC 12302 authority) for a total of 18 months of mobilization. Member is mobilized a second time on 1 October 2006 (under 10 USC 12302 authority) for a 12 month period expiring 30 September 2007.

*********PDMRA HAS NO CASH OUT OPTION************

PDMRA Examples Reserve Component (cont)

Calculation RC:

The first mobilization accrued 18 months of creditable time since it occurred within 72 months of the member's second mobilization. In the second mobilization, the Soldier begins to accrue PDMRA at the rate of 2-days per month for the first 6 months (months19-24). During months 6 through 12 (months 25-30) the Soldier will accrue PDMRA days at the rate of 4-days per month. In this scenario, the Soldier would earn a total of 36-days PDMRA 2-days per month for the first 6 months of redeployment (12 days), and 4-days per month

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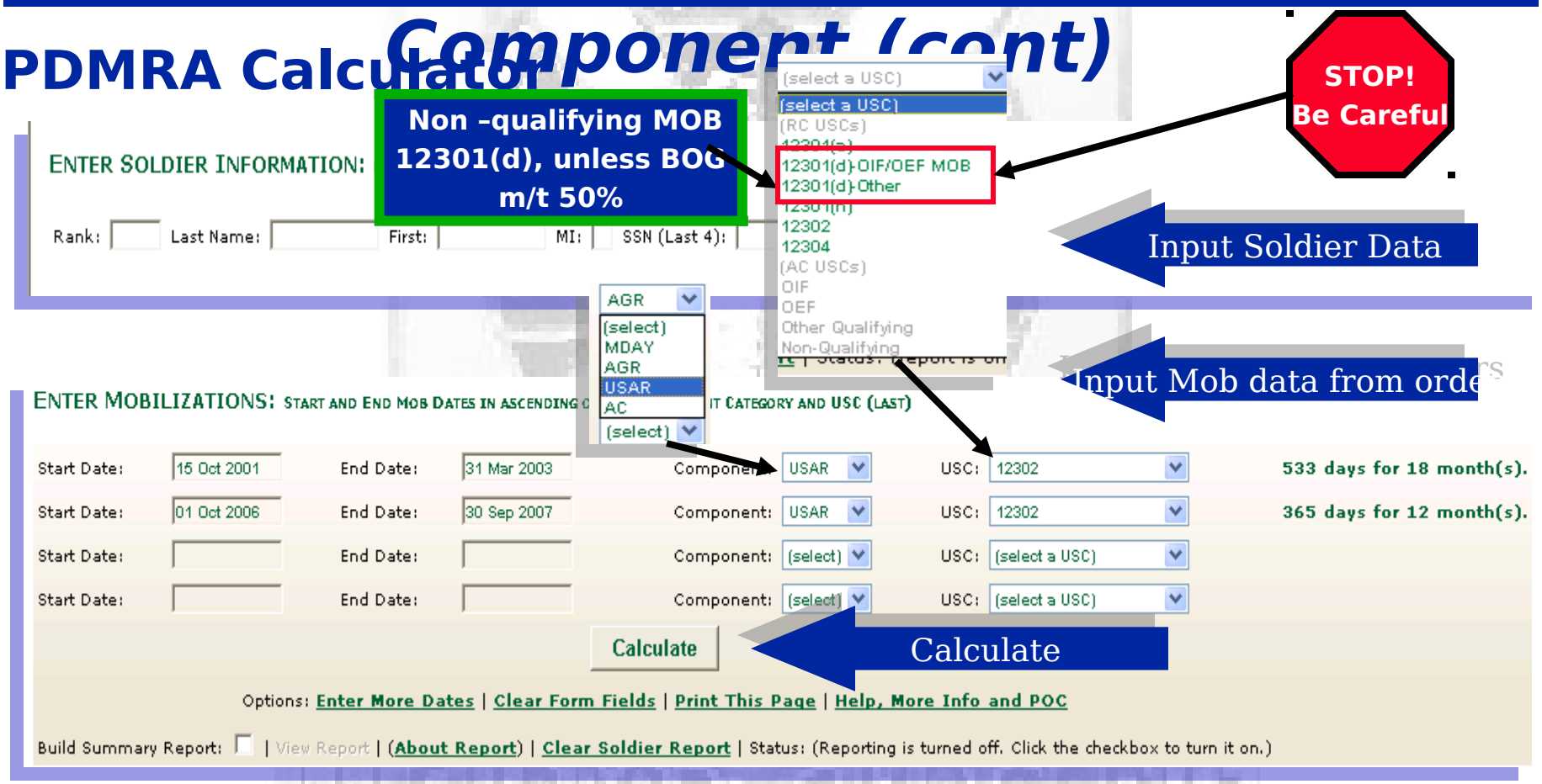
PDMRA Examples Reserve Component (cont)

PDMRA Calculator



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PDMRA Examples Reserve Component (CONT)

	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
2001												
2002												
2003												
2004												
2005												
2006										2	2	2
2007	2	2	2	4	4	4	4	4	4			
2008												
2009	(Soldier info not available) has accrued 36 total days (s) of Administration Absence (AA) for the most recent mobilization. (As of WED 07 Oct 2009.) Creditable mobilization months and any accrued days are marked in the chart below. Move your											

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PDMRA/AIP Dual Status Soldiers

RC Soldiers – Federal, State, Local Government Employees

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AIP in Lieu of PDMRA

- ***Dual Status Soldier:***

  Member of the Reserve Components who are also federal, state, or local government employees may not be allowed to receive their civilian pay on the same days they are serving on active duty. To resolve this pay restriction, the Secretary concerned may offer a separate option to Reserve component members in a dual Status. This option would permit RC members to elect to receive Assignment Incentive Pay (AIP) (37 USC 307a) in lieu of PDMRA. AIP would be valued at a rate of $200.00 each day not to exceed $3000.00

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AIP in Lieu of PDMRA (cont)

- ***Dual Status Soldier Scenario*:**

RC Soldier mobilized on 15 October 2001 (under the authority of 10 USC 12302) for 12 months. The member's mobilization is extended for six months (still under 10 USC 12302 authority) for a total of 18 months of mobilization. Member is mobilized a second time on 1 October 2006 (under 10 USC 12302 authority) for a 12 month period expiring 30 September 2007.

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AIP in Lieu of PDMRA (cont)

- ***Dual Status Soldier Calculations:***

The first mobilization accrued 18 months of creditable time since it occurred within 72 months of the member's second mobilization. In the second mobilization, the Soldier begins to accrue PDMRA at the rate of 2-days per month for the first 6 months (months19-24). During months 6 through 12 (months 25-30) the Soldier will accrue PDMRA days at the rate of four days per month. In this scenario the Soldier would earn a total of 36-days PDMRA

2-days per month for the first 6 months of redeployment (12 days), and 4-days per month

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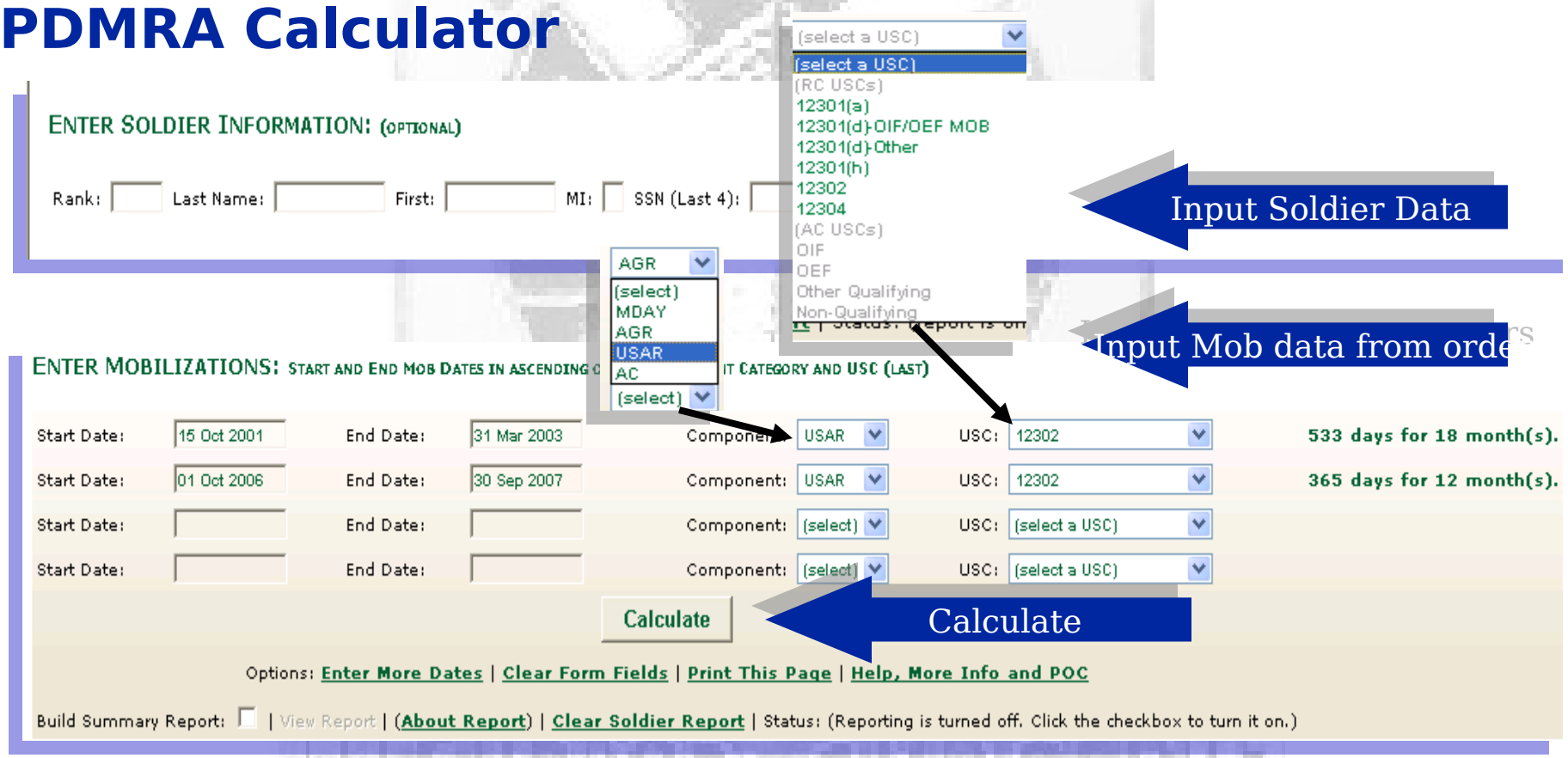
AIP in Lieu of PDMRA (cont)

PDMRA Calculator



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AIP in Lieu of PDMRA (cont)

	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
2001												
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2005												
2006										2	2	2
2007	2	2	2	4	4	4	4	4	4			
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AIP in Lieu of PDMRA (cont)

	Volunteering For Oversea Service		Retesting in Army Personnel Tests		Separate Rations
	Ranger Training		Reassignment Married Army Couples		Leave - Excess/Advance/Outside CONUS
	Reassignment Extreme Family Problems		Reclassification		Change of Name/SSN/DOB
	Exchange Reassignment *(Enl only)*		Officer Candidate School		Other *(Specify)*
	Airborne Training		Asgmt of Pers with Exceptional Family Members	X	AIP in lieu of PDMRA

9. SIGNATURE OF SOLDIER *(When required)* | 10. DATE *(YYYYMMDD)*

SECTION IV - REMARKS *(Applies to Sections II, III, and V) (Continue on separate sheet)*

"I am a federal, state or local government civilian employee who is not permitted to return to my federal, state or local government civilian job during the PDMRA period while in a military status. I elect to receive Assignment Incentive Pay (AIP) at a rate of $200 for each day of administrative absence that otherwise would have been authorized under the PDMRA program."

Total of 36 days for AIP in lieu of PDMRA from 1 OCT 2006 - 30 SEP 2007

SECTION V - CERTIFICATION/APPROVAL/DISAPPROVAL

11. I certify that the duty status change *(Section II)* or that the request for personnel action *(Section III)* contained herein -

☐ HAS BEEN VERIFIED ☐ RECOMMEND APPROVAL ☐ RECOMMEND DISAPPROVAL ☐ IS APPROVED ☐ IS DISAPPROVED

12. COMMANDER/AUTHORIZED REPRESENTATIVE	13. SIGNATURE	14. DATE *(YYYYMMDD)*

DA FORM 4187, JAN 2000 PREVIOUS EDITIONS ARE OBSOLETE USAPA V1.00

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AIP in Lieu of PDMRA (cont)

- ***AIP Calculation (36 days):***

15 days @$200.00 per day = $3000.00

15 days @$200.00 per day = $3000.00

6 days @$200.00 per day= $1200.00

Total $7200.00 (*taxable*)

- ***Commander must complete the DA Form 4187 – with statement***
- ***AIP payments are taxable – regardless of where it is earned***

or awarded in the combat zone

- ***DFAS-IN makes all payments for RC Soldiers in***

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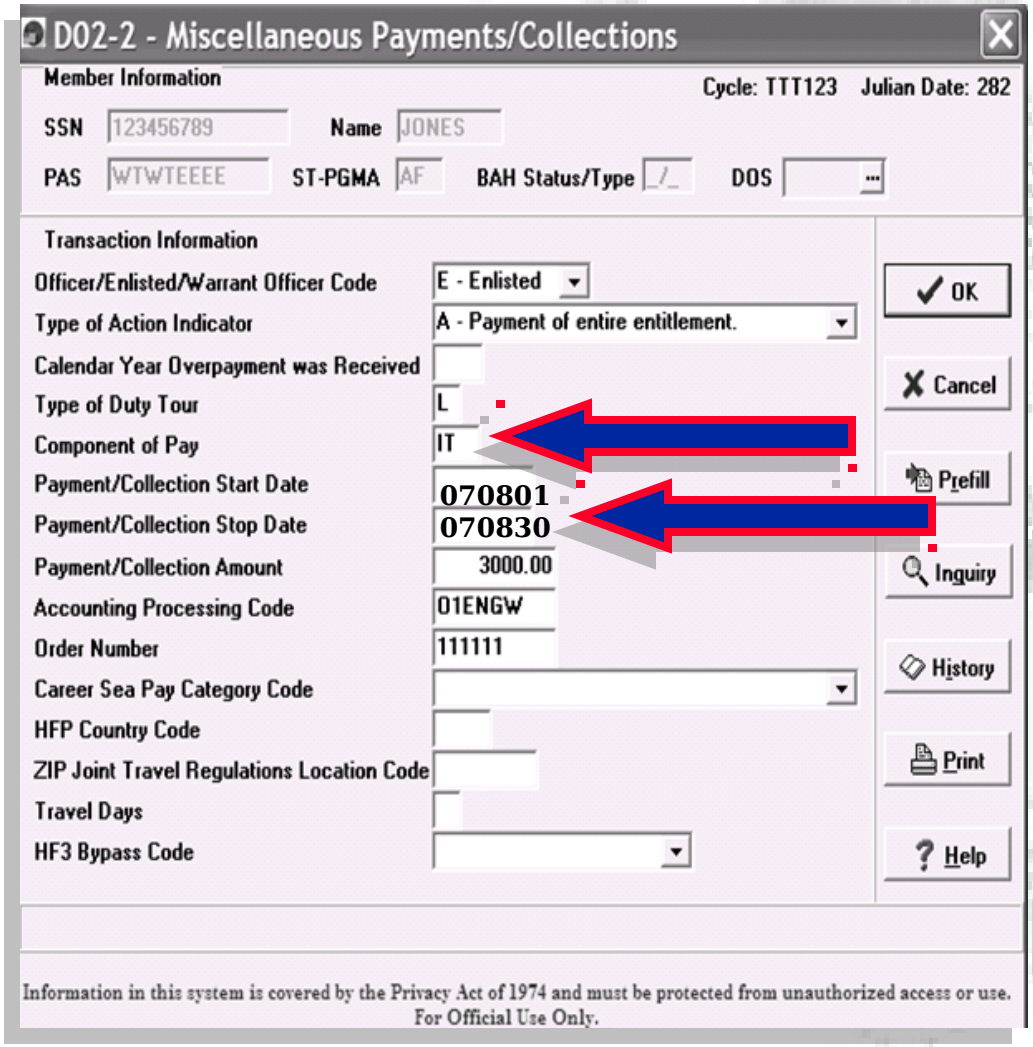
AIP in Lieu of PDMRA (cont)



- Input a TIN "D02-2"
- Input can be made simultaneously to pay full amount of PDMRA
- Payments made by stateside finance office/mob sites USPFOs
- Use "IT" for component of Pay

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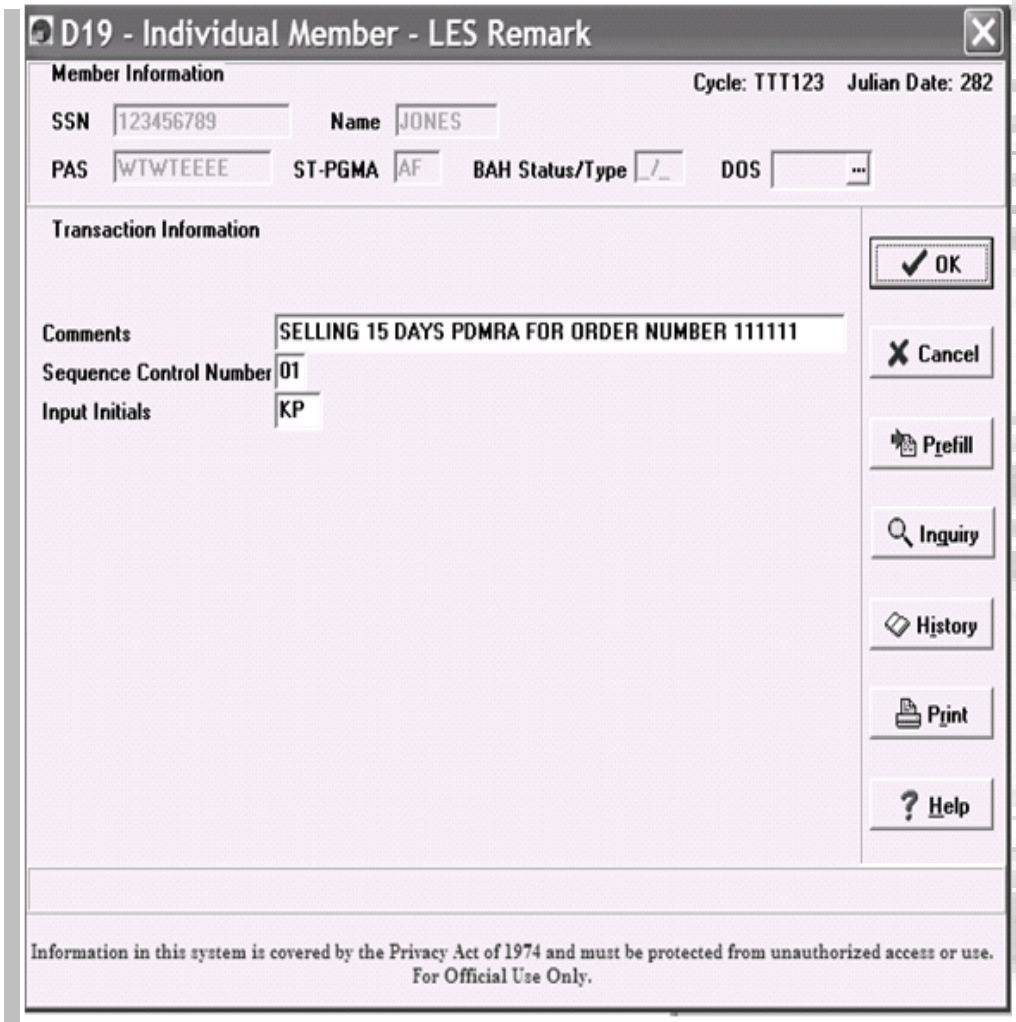
AIP in Lieu of PDMRA (cont)



- Input a TIN "D19"
- Input remarks for each payment made

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AIP in Lieu of PDMRA (cont)

	A	B	C	D	E	F
1					TL 10-01	
2	SSAN	NAME	AMOUNT	START DATE	STOP DATE	DAYS DUE
3	123456789	SHAWSHANK	200.00	081101	081130	1
4	123456789	SHAWSHANK	200.00	081201	081230	1
5	123456789	SHAWSHANK	200.00	090101	090130	1
6	123456789	SHAWSHANK	400.00	090201	090228	2
7	123456789	SHAWSHANK	400.00	090301	090330	2
8	123456789	SHAWSHANK	400.00	090401	090430	2
9	123456789	SHAWSHANK	400.00	090501	090530	2
10	123456789	SHAWSHANK	400.00	090601	090630	2
11	123456789	SHAWSHANK	400.00	090701	090730	2
12						

- **All AIP in lieu of PDMRA inputs for Theater are made by DFAS-IN**
- **POC, 317-510-2795**
- **Servicing finance office is responsible for verification - all requirements are met before sending spreadsheet to SLAPD for payment**

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PDMRA for Wounded Warrior

- **Wounded Warrior**

  Who are returned from deployment due to injury and are

  deemed to be "not fit for duty" will have ONE year to use

  PDMRA after they are determined "fit for duty"

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Ideal PDMRA Timeline

Home Station	MOB STATION	BOG – DEPLOYMENT IN THEATER	(-90 DAYS) REDEPLOYMENT	5 DAY R-SRP
Unit and Soldiers receives briefing on PDMRA, CDR has to keep track of PDMRA from date of Mob	CDR identifies **projected** PDMRA days for each Soldier and the Admin NCO generates a tracking spread sheet	CDR/Admin NCO track changes in projected PDMRA during the deployment (i.e. replacement fillers, early REFRADs, medical evacuations, & early redeployment, LV). **Soldiers are authorized to use PDMRA in lieu of leave while in theater in order to save their regular leave days.** Soldiers request this leave on a DA 31 and the Commander is the approving authority. Use of PDMRA while in theater will have to be tracked by the ADMIN NCO. Validation of each Soldiers supporting documents AIR	CDR finalizes the PDMRA tracking spread sheet. PDMRA unit packet is built for submission at the MOB station upon redeployment. Must include all necessary supporting documents.	Final validation of entitlements; DAMPs packet submission ;HRC issues CO-ADOS orders

- **Policy is retroactive to 19 Jan 07, and to date, no mechanism exists to compensate Reserve Soldiers who have already REFRAD.**
- **On 23 April 2009, HQDA directed the Director, National Guard Bureau to establish implementation instructions and management controls for unused PDMRA days for the period 19 January 2007 – 18 August 2007 for Guard personnel that were separated or released from active duty.**
- **Wide dissemination of a user-friendly calculator has been accomplished in order to assist the CDR/Soldier in accurately and easily calculating each Soldier's entitlement.**

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PDMRA References

- Under Secretary of Defense Memorandum dated, 18 April 2007
- Under Secretary of Defense Memorandum dated, 25 May 2007
- ALARACT-173 2007 - PDMRA
- Personnel Policy Guidance (PPG), Chapter 8-10 (h)
- Military Pay E- Message 07- 084, 08-042
- Implementation Guidance for Unused PDMRA for National Guard
- AR 600-8-10, Chapter 5 (needs to be updated)

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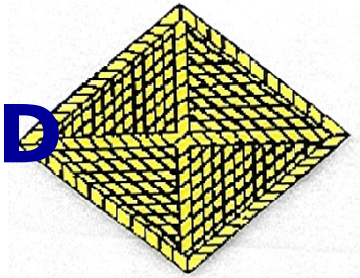
Summary



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